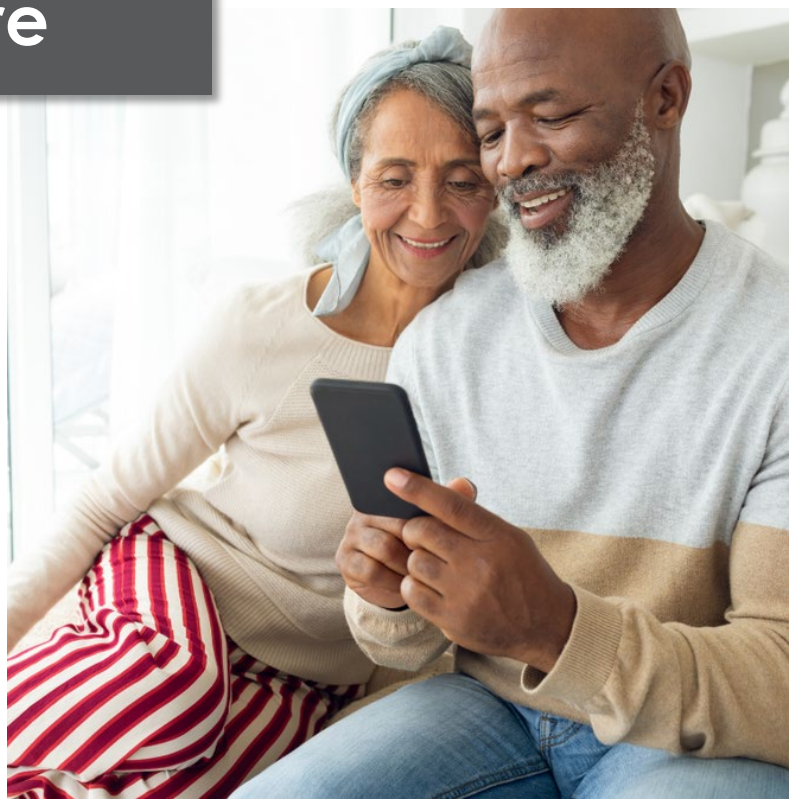
Saving For The Future



At TrueNorth:

Stephanie Reece, Account Manager

Ben Verhille, Retirement Plan Advisor

Phone: (319) 209-7009

sreece@truenorthcompanies.com

At Betterment:

Betterment App through App Store or Google Play

Email: support@betterment.com

Phone: (718) 400-6898

The Plan is held through **Betterment**.

- Eligibility: Age 21 with 1 year of service (1,000 hours)
- Entry Date: Monthly
- Enrollment: Auto-enrolled at 3%
- Contributions: Pre-tax and Roth
- Contribution Rate: Increase, decrease, or change contribution rate at any time. Changes are effective by following pay period.
- Rollovers: Allowed
- Withdrawals: Age 59 ½, death, disability, termination of employment, financial hardship

Securities offered through Lion Street Financial, LLC. (LSF), member FINRA & SIPC. Investment Advisory Services offered through Lion Street Advisors, LLC (LSA). LSF and LSA are not affiliated with TrueNorth Companies, L. C.